

**ARTICLE 38**  
**MOBILITY-CAREER ADVANCEMENT**

In the event a new degree or advanced educational requirement, selective position requirements or sub-class code is added as a required classification specification, the employing Department shall recommend that all employees in the classification shall be grandparented in to the classification without prejudice.

In the event of a new physical fitness/agility test is added as a condition of employment, the employing department shall recommend to grandparent all affected employees and enter into negotiations regarding any adverse impact on Bargaining Unit members. In the Department of Natural Resources, Conservation Officers hired prior to October 1, 1999 shall be grandparented status.

Employees who separate from the State service or transfer out of the affected classification shall not be eligible for re-employment in the class unless they meet all applicable classification specifications.